

Meeting of:	Cabinet
Date of Meeting:	Monday, 16 November 2020
Relevant Scrutiny Committee:	Corporate Performance and Resources
Report Title:	Pay Review
Purpose of Report:	To seek approval to provide an additional payment, in line with the Council's Pay Policy, to a senior Vale of Glamorgan staff member in recognition of their strategic leadership across separate business entities and the additional duties undertaken to support the regional Cardiff and Vale response to the Coronavirus pandemic.
Report Owner:	Cabinet Member for Legal, Regulatory and Planning Services
Responsible Officer:	Rob Thomas – Managing Director
Elected Member and Officer Consultation:	Miles Punter – Director of Environmental and Housing Tracy Dickinson – Head of Human Resources and Organisational Development Carys Lord - Head of Finance / Section 151 Officer Cardiff and Bridgend Councils have been advised of the content of the report
Policy Framework:	This report is a matter for Executive Decision by Cabinet.
Executive Summary:	<ul style="list-style-type: none"> This report seeks Cabinet approval to make an additional payment to a senior Vale of Glamorgan staff member in line with the Council's Pay Policy.

Recommendations

1. That the information is noted and considered so that a decision on this matter can be taken under Part II of this Cabinet agenda.
2. That the report be referred to the Shared Regulatory Services Joint Committee for consideration and endorsement

Reasons for Recommendations

1. To allow Part I and II reports to be considered together.
2. To receive the endorsement of the Shared Regulatory Services Joint Committee

1. Background

- 1.1 The nature and role of the senior staff member in question has evolved in recent years and draws comparison with other existing roles within the Council where additional duties are undertaken and where the roles have several different strategic streams or senior lines of reporting across separate business entities. In these cases, additional duties are acknowledged and there is an agreed payment arrangement in place to reward such roles. Currently, this senior staff member is out of kilter with this arrangement and does not receive this payment.

2. Key Issues for Consideration

- 2.1 That recognition is awarded to the senior staff member in question as described in the Part II report.
- 2.2 There is a potential inconsistency when considering other similar roles across the Council, who either perform additional duties or who have multiple lines of reporting across separate business entities at a strategic senior level and whom receive additional recompense in line with the Local Authority agreed pay scales. Additional recompense is awarded if such staff are recognised as either;
 1. Providing strategic direction across separate business entities and therefore having dual lines of reporting.
 2. Undertaking additional duties.The proposal is made that the senior staff member in question would therefore meet the criteria for the additional payment.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

- 3.1** The proposals in the report are designed to appropriately recognise and reward staff, in line with comparators within the local authority in accordance with the Councils Pay Policy.
- 3.2** The proposals in this report are consistent with the Council's Pay Policy our Equalities Policy and the new Corporate Plan.

4. Resources and Legal Considerations

Financial

- 4.1** The new payment arrangements will come into place from 1st April 2020 and will be funded from within the existing service budget.

Employment

- 4.2** The proposals are consistent with the Council's Pay Policy and seeks to address a potential discrepancy in the current additional duties payments already in existence within the Local Authority.
- 4.3** The proposals are in line with our Equalities Policy.

Legal (Including Equalities)

- 4.4** The proposals contained in the reports are consistent with the Council's Pay Policy

5. Background Papers

None.